

Central Intelligence Agency



Washington, D.C. 20505

CONFIDENTIAL Budget Fellers

Comptroller
Central Intelligence Agency
Washington, D.C. 20505

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Legislative Liaison
Intelligence Community Staff
Washington, D.C. 20505

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Enclosed is CIA's response to the Authorization
Conference request for a report on the establishment of
an undergraduate training program to facilitate the
recruitment of minority high school students.

Daniel A. Childs, Jr.

Enclosure:
As Stated

Report to HPSCI and SSCI on Benefits That Could Accrue
From Establishment of an Undergraduate Training Program
for Civilian Employees To Facilitate Recruitment
of Minority High School Students

In response to a Congressional directive in Section 506 of the Authorization Conference Unclassified Report, the CIA has developed an undergraduate training program that will lead to baccalaureate degrees and intelligence careers for high school students interested in and capable of developing skills critical to the Agency's mission. The program will provide tuition assistance and CIA work experience to students pursuing intelligence-related studies with the understanding that they will become full-time CIA employees upon graduation.

To initiate this program, the Agency will enter into contract with Scholarship Selection Services of Education Testing Services (ETS), Princeton, New Jersey, for the identification of high aptitude high school students, especially those from minority groups, and where possible, the disabled, who may be interested in a career with the Agency; and for the publicizing of the Agency sponsorship program. Interested students will authorize ETS to send tests results and personal data to the Agency. As the administrative procedures are refined for the selection, testing, and placement of students, we hope to expand the program from an initial five students in 1987 to 20 students per year. Students hired under this program will begin as GS-03s and be promoted yearly upon satisfactory academic work and job performance. These promotions will advance the students to the general professional entry grade level of GS-07 at the end of their four-year academic program.

Students hired under this program must agree to the following conditions:

- a. Complete a mutually acceptable educational course of study at a fully accredited four-year college or university selected by the student and approved by the Agency.
- b. Maintain a grade point average of 2.5 or higher (based on a 4.0 scale).
- c. Work at an Agency facility during summer breaks and at other times acceptable to the employee and the Agency. The student will undergo a polygraph examination before assignment to a summer position.
- d. Reimburse the Agency for the educational costs incurred (excluding pay and allowances) if the student fails to complete the course of study or fails to serve as an Agency employee.
- e. Immediately following college graduation, serve as an Agency employee for a period of one-and-a-half years for each year of Agency academic sponsorship. For the normal undergraduate curriculum of four 9-month school years, this would amount to 54 months.

The Agency will pay expenses, including an annual salary, tuition, room and board, fees, materials, and supplies. The total amount per student, per year, will not exceed \$10,000 over and above salary and benefits. The Agency will also pay the cost of transportation between the academic institution and Washington for work periods.

The CIA's recruitment efforts will benefit from this program. It will give us the opportunity to attract high calibre minority students to the intelligence profession before they are drawn to higher paying positions in the private sector. It will enlarge the pool of minority applicants from which we can recruit. And, it will enable us to employ some applicants who clearly have the aptitude for intelligence work but who might otherwise never qualify for Agency employment because of their inability to finance a college education. Moreover, the on-the-job experience provided during this program will expose the student to the challenges of the intelligence profession and give the Agency the opportunity to evaluate his potential.